



# **Inter-American Air Forces Academy (IAAFA)**



## **Inter-American Noncommissioned NCO Academy (INCOA)**





# Overview



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- ❑ **Ineligibility Criteria**
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# Course Description



- ❑ The Inter-American Noncommissioned Officer Academy (INCOA) program at IAAFA, Joint Base San Antonio-Lackland, TX develops Airmen to be professional NCOs, who can lead and manage Air Force units in the employment of air, space, and cyberspace power in an expeditionary war-fighting environment.**
- ❑ The course is taught completely in Spanish and it is designed to develop NCOs critical thinking and necessary skills to meet the four core professional NCO attributes: Military Professional, Combat Leader, Unit Manager, and Managerial Communicator**
- ❑ Students have the unique opportunity to interact with Partner Nations Guest Instructors who also help facilitate and contribute their military experiences throughout the course**





# Course Information



- ☐ INCOA is PME equivalent to the USAF in-residence NCOA course
- ☐ Program objectives also focus on promoting Inter-Americanism and the Field Studies Program which enhance our mission; Building Partnership Capacity
  - ☐ USAF students will have the opportunity to engage with future LATAM partner nations military leaders
- ☐ Air University reviewed the INCOA program and approved Primary Development Education (PDE) credit for all USAF graduates of the INCOA course as of 16 Jan 09
- ☐ Unlike the NCOA, this course **DOES NOT** give any undergraduate level credit





# Additional Course Information



- ☐ INCOA does not offer a spouse/dependent program and students attending from outside the San Antonio metropolitan area are highly discouraged to bring their dependents to INCOA
  - ☐ Members will not be reimbursed for any expenses or travel costs incurred for relocating dependents to the San Antonio area
  - ☐ NCOs will live in billeting throughout the duration of the course
- ☐ Upon successful program completion, the member's record will be updated to reflect "PME In-Residence."
- ☐ U.S. military students are eligible for Foreign Language Proficiency Pay Bonus





# Qualification Criteria



- ☐ All AFSCs are eligible
- ☐ Members must have a Community College of the Air Force degree
- ☐ Current Spanish proficiency of 2+/2+ or higher on the Defense Language Proficiency Test (DLPT)
  - ☐ Spanish oral interview (normally via telephone) will be conducted on final candidates
- ☐ Only CONUS assigned NCOs selected for attendance to INCOA
- ☐ NCOs selected to attend INCOA must have a current passing fitness score throughout the duration of the course (Medical and other exemptions will be handled on a case-by-case basis)
  - ☐ Students who attend INCOA are expected to be in top physical condition and able to complete the physical fitness test in South Texas heat and humidity





# Ineligibility Criteria



- ☐ **Attended or scheduled to attend NCOA in-residence**
- ☐ **Non-completion of the Community College of the Air Force degree**
- ☐ **Active *Unfavorable* Information File (UIF)**
- ☐ **Deferred for promotion**
- ☐ **Non-CONUS Applicants**
- ☐ **A “temporary profile” (AF IMT 469) containing an Assignment Availability Code (AAC) 31 or less than 30 days restriction, including pregnant personnel**



# Proposed Selection Process



## AFPC/DPS Scheduling Process

## Spanish Proficiency Screening

## AFPC/DPS Selection Process

## Members Attend INCOA

- AFPC/DPS releases PSDM on potential INCOA quotas for upcoming FY
- 6 Quotas are approved for this program every FY
- AFPC/DPS selects and schedules NCO attendance to INCOA IAW AFI 36-2301, Developmental Education, NCOA section. In addition, the requirements listed under qualification criteria must be met
- The list is then forwarded to IAAFA INCOA to perform the Spanish Proficiency Screening process
- National Guard and Reservists are not selected through this process

- IAAFA conducts the Spanish Proficiency Screening interview with all potential candidates
- IAAFA forwards the list of qualified members to AFPC/DPS for selection and scheduling
- The interviewer will assess the nominees in two areas: verbal communication and listening comprehension and will ask questions to ascertain applicant's reading ability

- AFPC/DPS conducts a records review, selects and schedules NCO attendance to INCOA IAW AFI 36-2301, Developmental Education, NCOA section.
- AFPC/DPS selects 6 USAF NCOs to attend the INCOA programs for that FY
- INCOA attendance is funded by Air University and notified through formal training like any other NCOA

- Members are contacted 30 days prior of their INCOA class by formal training for TDY orders
- IAAFA sends reporting instructions to selectees 30 days prior to the start date





# Course Orders



- ☐ This program is funded by Air University, same as NCOA
- ☐ A valid Spanish DLPT score of 2+/2+ or higher is required prior to TDY
  - ☐ Must be current within 12 months from class graduation date
  - ☐ Failure to have a current DLPT could result in non-payment of Foreign Language Proficiency Pay (FLPP)
- ☐ IAAFA will make lodging reservations for all students attending INCOA
- ☐ Travel authorized only for military member (no dependents)
- ☐ Forward arrival itinerary and billeting request to (iaafa.imso@us.af.mil). IAAFA Student Support personnel will meet and transport attendees from San Antonio's International Airport to billeting on base. Contact IAAFA/CQ to verify arrangements: DSN 473-4406/4802, Comm 210-671-4406/4802.



# Course Orders Continued



- ☐ Members should report to IAAFA Student Support, IAAFA/SS, Bldg 7460, located on Tinker Street, Joint Base San Antonio-Lackland, TX one day prior to class start.
- ☐ Mailing Address: IAAFA/SS, INCOA Student: John Doe, 2431 Carswell Ave, Joint Base San Antonio-Lackland, TX 78236-5609.
- ☐ TDY does not cover vehicle rental (this must be unit funded)

**Note:** If you decide to drive to S.A. (recommended) you will only have 1 authorized travel day each way. It's AETC policy that STUDENTS fly to their schools. If the member wishes to use their POV, they are limited to the constructive travel costs for reimbursement (mileage only).



# Contact Information



## ☐ AFPC/DPS (POC: CONUS NCOA Scheduling)

☐ DSN: 665-4213 Option 2, Comm: 210-565-4213

☐ E-mail: [delta.fto@us.af.mil](mailto:delta.fto@us.af.mil)

## ☐ IAAFA (837<sup>th</sup> Training Squadron, PME Flight)

(POC: MSgt Christian Castillo \ TSgt René Anderson)

☐ DSN: 473-1606, Comm: 210-671-1606

☐ E-mail: [837trs.top@us.af.mil](mailto:837trs.top@us.af.mil)

☐ IAAFA Website:

[http://www.37trw.af.mil/units/interamericanairforcesacademy\(iaafa\)/index.asp](http://www.37trw.af.mil/units/interamericanairforcesacademy(iaafa)/index.asp)



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# Questions?

